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training

apprenticeship WORKS

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Burns takes Apprenticeship helm at DLI

New director Johnnie Burns shares thoughts for the future

What past experiences will help you in your role at DLI?

I've spent 20 years in government starting at MnDOT, Missouri DOT, Metropolitan Council and the City of Minneapolis.

At each stop, my primary role was to implement rules and regulations and help people. This move to DLI continues that work. I took the position because I have a passion about helping people within the confines of the rules.

What are your initial impressions about the work of the Apprenticeship Division and the apprenticeship community?

The division is very professional. The individuals in the unit understand their jobs and their role within the agency.



Johnnie Burns

I've had the privilege of visiting some of the apprenticeship training centers and I have been impressed. The training facilities themselves are impressive, but it was tremendous to actually see sheet-metal apprentices in the classroom learn trade-specific math and watch tile setters learn how to grout and set tile.

What kinds of improvements or changes would you like to see in the service DLI provides?

First, the Apprenticeship unit will have more direct communication with the apprentices. I think it will

be good for apprentices to hear from the state directly, whether it is to offer encouragement or to explain to them rights, roles and responsibilities.

Second, I would like to see more industries involved in apprenticeship programs. We will start looking at trends and doing outreach based on those trends.

Finally, we really need to see more diversity within the trades. Some of the trades are doing an excellent job of outreach and others really need to get more actively involved.

The state's demographics are changing and the sponsors and the trades have an opportunity to meet those changing needs.

Questions or comments for DLI's Apprenticeship director? Send them to DLI.Apprenticeship@state.mn.us

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- Sign up for other DLI newsletters focusing on workers' compensation, OSHA, construction and more at www.dli.mn.gov/publications.asp



New strategic plan will guide DLI's program areas

Plan identifies where agency should focus to improve services

DLI has conducted a review of its priorities and operations and prepared a strategic plan to guide it in carrying out its mission during the next five years.

DLI administers seven specific program areas:

- Apprenticeship
- Construction Codes and Licensing
- General Support
- Labor Standards
- Occupational Safety and Health (Minnesota OSHA)
- Workers' Compensation
- Office of Combative Sports

This strategic plan does not describe all of the agency's functions. Instead, it identifies areas where DLI staff members and stakeholders believe focus and innovation can improve the services provided by the agency.

Mindful of the need to use its resources wisely, DLI first identified the core objective of each of its units, requiring an answer to the basic question "Why is DLI's work important to the citizens of the state of Minnesota?" It then identified specific, targeted strategies to carry out each of the objectives. Finally, outcome measurements were established to determine whether DLI is successful in the strategies and initiatives it undertakes.

The following terms are used throughout the strategic plan:

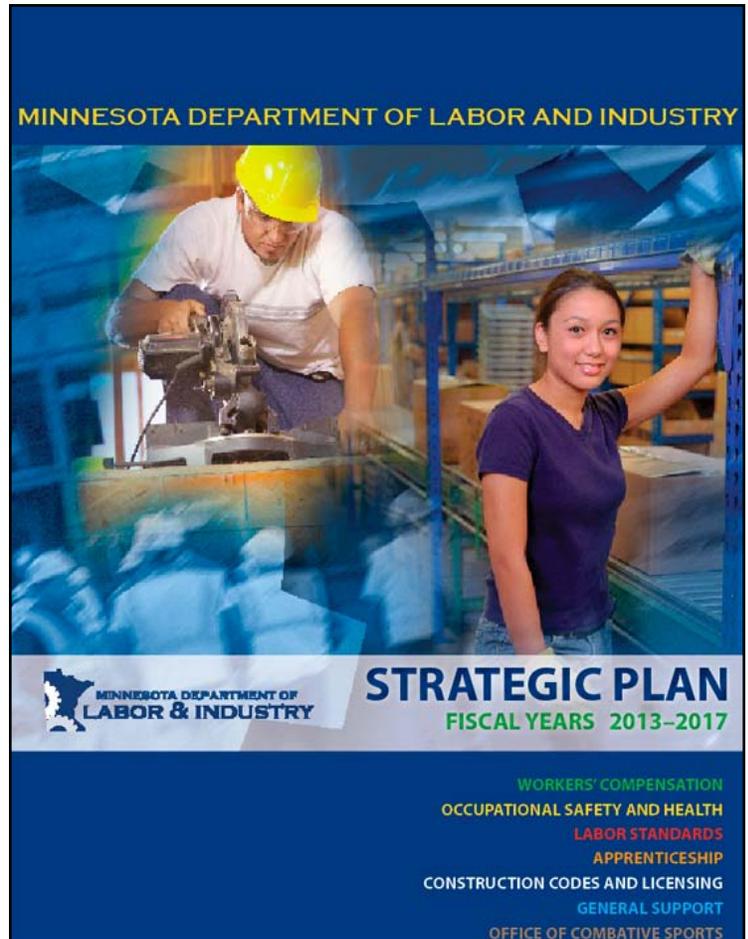
Objective: The goal DLI wants to accomplish.

Strategy: Explains what DLI does to meet the objective.

Initiative: Describes how DLI will implement the strategy.

Outcome measure: Gauges DLI's success.

As part of its strategic planning process, DLI took a close look at the work it performs and considered how to measure the results of its efforts. In addition, areas were identified where DLI didn't currently collect the data necessary to measure success. In those situations, DLI will identify and monitor available information so appropriate baselines can be



established.

DLI is committed to fair and firm enforcement of the laws it administers and to being a responsive and reliable resource for its stakeholders, including employers, workers, insurers and licensees. This strategic plan will help DLI continue to improve the services it provides.

View the strategic plan

- Download a copy of DLI's strategic plan at www.dli.mn.gov/PDF/strategic_plan.pdf



DLI Dashboard shows agency performance indicators

The DLI Dashboard tracks the agency's progress in key areas. Stakeholders can see where the agency is on track and where it needs to improve.

View the dashboard at www.dli.mn.gov/Dashboard.asp.

DLI reviews programs for compliance, offers help

By Rich Davy, DLI Apprenticeship

An apprenticeship program with five or more registered apprentices is required to complete a yearly compliance review with the assistance of their DLI Apprenticeship Division.

The requirement, based on Minnesota Rules 5200.0370, gives a picture of the sponsor's program numbers by race and gender and other information, including:

- active apprentices
- journeypersons who have graduated from the apprenticeship program
- applications taken during the current calendar year
- apprentices indentured

- number of apprentices cancelled
- The program's sponsor is also required to provide a summary of their effort to recruit women and minority apprentices. Currently, approximately 16 percent of registered apprentices are minorities and 5 percent are women.

The charts below illustrate the breakdown of Minnesota's apprenticeship populations and residential projections.

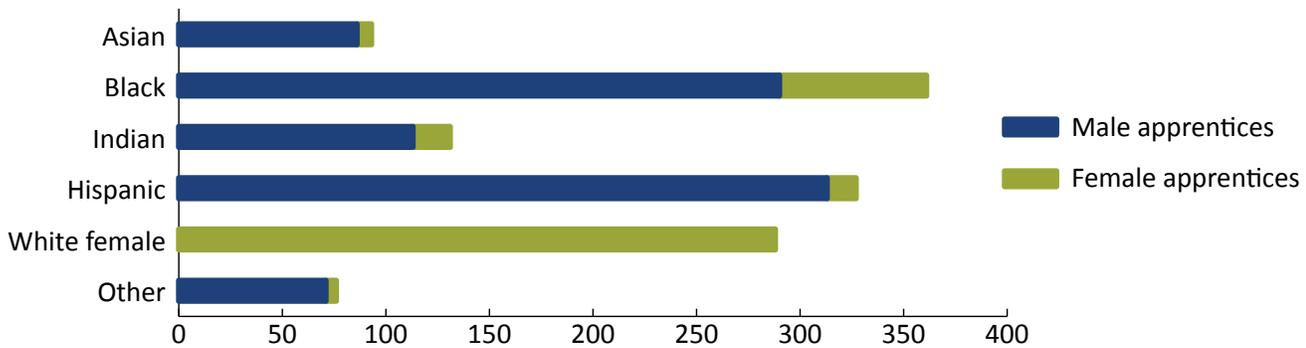
For apprenticeship sponsors facing the recruiting challenges that are ahead, DLI's Apprenticeship Division can assist in the following ways:

- Share ideas and resources for recruiting a more diverse workforce.
- Provide a dissemination list for the sponsor's geographic area. It includes community-based organizations that serve those seeking employment.
- Help keep the sponsor up-to-date with outreach activity done by DLI.

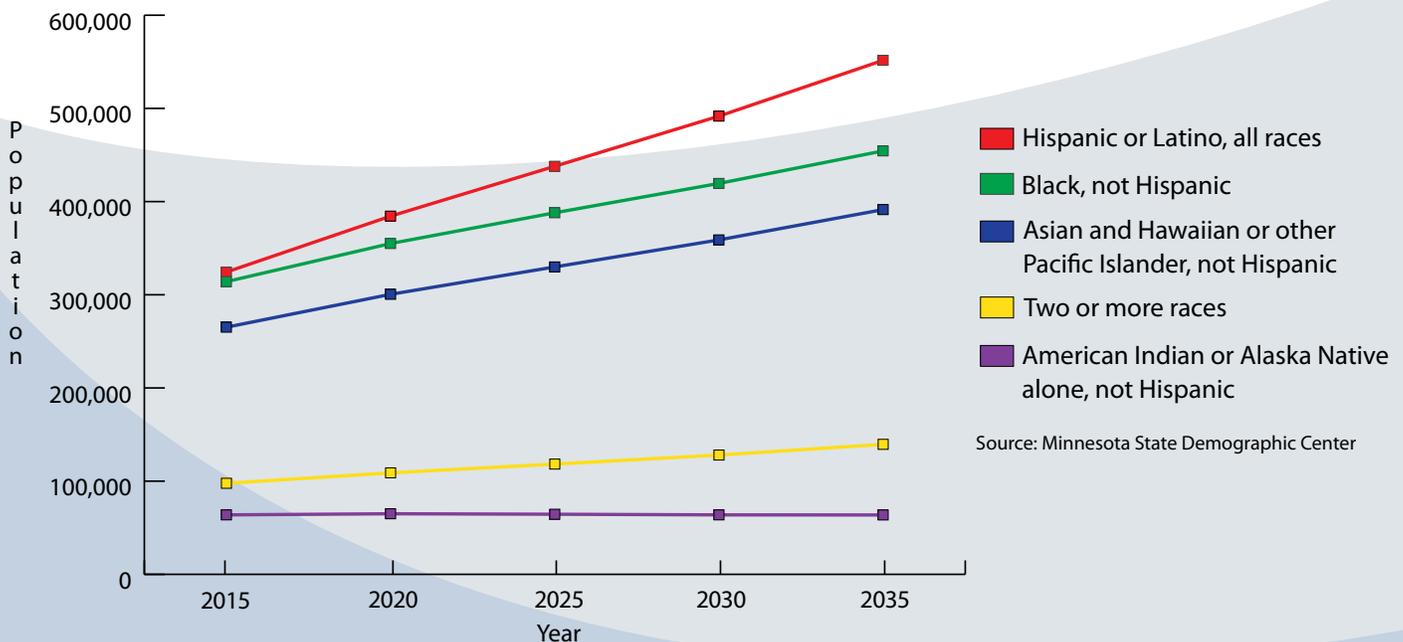
The [Apprenticeship Division](#) also provides annual grants to community-based organizations that recruit apprentices. For more information contact DLI at (651) 284-5090 or DLI.Apprenticeship@state.mn.us.

Minnesota's apprenticeship statistics and projections

Current minority and female apprenticeship populations in Minnesota



Projections for Minnesota's minority populations



Source: Minnesota State Demographic Center

YouthBuild program brings students to the trades

City Academy visitors polish skills at metro sheet metal training center

By Mary DesJarlais, DLI Apprenticeship

In December 2012, six YouthBuild students from City Academy in St. Paul took a field trip to the [Metro Area Sheet Metal Training Center](#) located in White Bear Lake, Minn. YouthBuild programs, funded by the State of Minnesota's Workforce Development Fund, offer nine to 18 months of construction career pathway instruction, OSHA 10 and other certifications, along with academic support towards securing a high school diploma or a GED. The goal of the program is to transition challenged youth into productive adults.

In July 2012, Milo Cutter, director at City Academy, attended the meeting of the Apprenticeship Coordinators Association of Minnesota (ACAM) and asked for help to make better connections for the students in her program that were interested in apprenticeship training. Staff members from DLI's Apprenticeship Unit coordinated a schedule of tours at various union facilities so students could meet the instructors, tour the training centers and learn more about the various trades and the work they perform.

This was the third tour the group had completed since school started and their instructor, Chia Yang, who has been an instructor at City Academy for seven years, was impressed with the event.

"I like to teach kids by doing," Yang said. "These are students with a lot of energy and it's important to channel it in the right direction. These are all kids who will do well in hands-on careers."

The students toured the center and Instructor Pat Alfonso and Apprenticeship Coordinator Buck Paulsrud spoke to the students about a career as a sheet-metal worker. They described the type of work and duties a sheet-metal worker performs, the wages



With the help of Sheet Metal Training Center Instructor Pat Alfonso, Pa Lee, a Youthbuild student from City Academy in St. Paul, attaches a rivet to a toolbox during a December 2012 visit to the Metro Area Sheet Metal Training Center. Youthbuild offers construction career pathway instruction, OSHA 10 and other certifications with the goal of transitioning youth into productive adults.

that can be earned and then outlined the program application process.

Paulsrud offered career advice to the group by saying, "We want you! We've got lots of opportunities in our trade for good people and you can do it! Most importantly, pick a career you enjoy and you'll be successful."

The students, with Alfonso's assistance, first watched as the plasma cutter created the pattern pieces and then the students used various crimping machines to fashion a tool box they got to take home. The reaction of the students was positive and energetic. Many said they could see themselves doing this for a job.

Pa Lee, as she was riveting the handle to the box said, "It's fun and it looks like you get paid well."

Nancy Waisensan, a DEED Employment and Training Specialist for the Office of Youth Development, attended the tour with the group. "I learned that this job is not done by brute force, but it's all about precision and know-how and understanding how it's done."

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These are students with a lot of energy and it's important to channel it in the right direction. These are all kids who will do well in hands-on careers.

– Chia Yang, instructor, City Academy

The tour was positive exposure for a group of students who prior to this hands-on event, had no knowledge of this career.

"The building trades have wonderful training programs," Apprenticeship Coordinator Paulsrud said at the end of the event, "but they are such a secret to the community at large. What we need to do is get students into our spaces and make it real."

More information

- Learn more about YouthBuild at www.youthbuild.org.

JATC center features 11 labs, real-world experiences

St. Michael-based training site has more than 300 apprentices in training

By Terry Frauly, DLI Apprenticeship

In 2002, the Minneapolis Electrical Joint Apprenticeship and Training Committee (JATC) built a 40,000 square foot training center in St. Michael, Minn.

June 6, 2007, the Minneapolis Electrical JATC was dedicated to Charles “Chuck” Lindberg, one of the original flag-raisers at Iwo Jima and a former, lifelong member of IBEW Local No. 292.

More than 300 apprentices are in training at the center and more than 3,000 journeymen participate in its continuing

education programs. Along with the apprentices and journey workers, the Minneapolis Electrical JATC is training students from Summit Academy to expose them to the electrical trade.

Eleven electrical labs provide interactive training to both apprentices and journeymen. Included in the 11 labs are:

- high-voltage splicing
- transformer lab
- motor control lab
- solar lab
- PLC lab
- instrumentation lab
- blueprint-estimating

Apprentices are exposed to real-life, hands-on training in these labs, much like environments in which they will be working in the field.

Many of the tools and materials are donated to the training center by various vendors. In its solar lab, donations were made by P.V. Powered, Zantrex, Outback, Sunnyboy and Silent Power, among others.

Minneapolis Electricians have had a registered apprenticeship program with the State of Minnesota since 1945.

• [Click here to view an online slideshow of images](#) •



The exterior of the JATC Electrical Training Center in St. Michael, Minn.



An apprentice works on a wiring project at the JATC Electrical Training Center.



Apprentices work together on a project in a lab at the JATC Training Center.



Apprentices diagnose and test wiring systems in one of many labs at the JATC Training Center.

SCMJATC trains apprentices to be skilled wiremen

Center includes wind turbine training tower and certification course

By Bernie Michel, DLI Apprenticeship

The South Central Minnesota Joint Apprenticeship Training Committee's (SCMJATC) apprenticeship program is an 8,000 hour program that requires apprentices to successfully complete 180 hours of related training and 50 hours of safety training during each year of their apprenticeship along with on-the-job training.

The National Joint Apprenticeship Training Committee's electrical curriculum is used to provide apprentices with the latest related training curriculum. Related training and safety classes conducted at the SCMJATC's recently constructed training center in Rochester, Minn., are helping apprentices prepare for the Minnesota Class A Journeyman Electricians License Exam. Training Director Andy Toft and his staff of electrical instructors provide guidance and instruction for 74 active apprentices.

Some examples of related training curriculum include:

- National Electrical Code
- electrical motor control
- transformers and high voltage
- AC and DC theory
- blueprint reading
- electrical grounding
- general lighting essentials
- electrical safe work practices
- and many others.

All apprentices who have successfully completed the apprenticeship program and secured their Minnesota Class A Journeyman Electricians License will also be issued a Journeyworker Certificate from DLI's Apprenticeship Division.

In addition to apprenticeship training, the SCMJATC offers journeyworker update training in a variety of electrical on-the-job functions including National Electrical Code update, welding, high



The SCMJATC training center in Rochester. In the background is the facility's wind turbine training tower.

voltage and conduit bending

In 2009, the SCMJATC erected a wind turbine tower at the training center to become the first IBEW training center nationwide to develop and implement a wind turbine certification course. The turbine certification course spans 5.5 days and consists of:

- 16 hours climbing and rescue
- 16 hours of cable splicing
- 7 hours of CPR and first aid
- 4.5 hours of the Code of Excellence training

The turbine certification course is offered to all journeyman electricians of IBEW Local 343 and is also offered to the SCMJATC apprentices as an optional course in addition to their apprenticeship training.

The SCMJATC is a labor management committee made of equal members of the International Brotherhood of Electrical Workers Local 343 and their affiliated electrical contractors and representatives of the National Electrical Contractors Association.



An apprentice works in a lab at SCMJATC's Rochester training center.

The responsibilities of the committee are to oversee the on-the-job and related training of all active apprentices enrolled in the apprenticeship program.

The program was approved by the Minnesota Division of Apprenticeship as a registered apprenticeship program on Oct. 26, 1977, and since then has graduated 556 apprentices. For more information, visit

www.southernmnelectricians.com.

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